



GRI INDEX - FY2025-26

GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

Marico continues to align its sustainability disclosures with the [Global Reporting Initiative \(GRI\) Standards](#), which provide a globally recognized framework for organizations to understand, measure and communicate their Environmental, Social and Governance (ESG) impacts. The GRI Standards support transparent and comparable reporting and help organizations respond effectively to the information needs of stakeholders, investors, regulators and the wider society.

This **GRI Content Index FY2025-26** has been prepared with reference to the **GRI 2021 Universal Standards** and serves as a guide to disclosures made across Marico's reporting suite. The Index identifies the Company's material ESG topics and maps the relevant GRI disclosures to information reported in the [Annual Report FY2025-26](#) and [ESG Databook FY2025-26](#). References to these documents have been provided against each applicable GRI disclosure to enable easy navigation and access to detailed information.

Marico's Annual Report FY2025-26 has been prepared in accordance with the **Integrated Reporting <IR> Framework** developed by the International Integrated Reporting Council (IIRC) under the IFRS Foundation. The Report also complies with the applicable requirements of the **Companies Act, 2013, Indian Accounting Standards (Ind AS)**, the **SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015**, and other relevant statutory requirements. In addition, non-financial disclosures are aligned with globally recognized sustainability frameworks, including the **GRI Standards**, the [Business Responsibility and Sustainability Report \(BRSR\)](#) mandated by SEBI, and the **United Nations Sustainable Development Goals (SDGs)**.

To enhance the credibility and reliability of disclosed information, **Bureau Veritas India Private Limited** has provided [Reasonable Assurance](#) on the Company's BRSR Core indicators and [Limited Assurance](#) on the select BRSR Non-Core indicators with the scope and basis of assurance detailed in the independent assurance statements respectively. Furthermore, the financial statements included in the [Annual Report FY2025-26](#) have been independently audited by **B S R & Co. LLP**.

The disclosures presented through this GRI Content Index reflect Marico's commitment to transparency, accountability, and stakeholder-centric reporting, while providing a comprehensive view of the Company's highest-priority ESG impacts and performance during FY2025-26.

GRI STANDARD	MATERIAL TOPIC	DISCLOSURE	LOCATION	PAGE NUMBER
General Disclosures				
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	2-3 Reporting period, frequency and contact point		Marico Annual Report FY 2025-26 Marico ESG Data Book FY 2025-26	AR 2026 Page No: 250 ESG Data Book 2026 Page no: 3
	2-4 Restatements of information		Marico Annual Report FY 2025-26 Marico ESG Data Book FY 2025-26	AR 2026 Page No: 284, 290
	2-5 External assurance		Marico Annual Report FY 2025-26 Marico ESG Data Book FY 2025-26	AR 2026 Page No: 238–246, 247, 250, 263 ESG Data Book 2026 Page no: 3
	2-6 Activities, value chain and other business relationships		Marico Annual Report FY 2025-26	AR 2026 Page No: 9–11, 42–43, 250–253
	2-7 Employees		Marico Annual Report FY 2025-26	AR 2026 Page No: 252
	2-8 Workers who are not employees		Marico Annual Report FY 2025-26	AR 2026 Page No: 252
	2-9 Governance structure and composition		Marico Annual Report FY 2025-26 Marico ESG Data Book FY 2025-26	AR 2026 Page No: 45, 60–63, 226, 323–331, 333, 337–341 ESG Data Book 2026 Page no: 14–15

	2-10 Nomination and selection of the highest governance body	Marico Annual Report FY 2025-26 Marico ESG Data Book FY 2025-26	AR 2026 Page No: 329, 333–335 ESG Data Book 2026 Page no: 14–20
	2-11 Chair of the highest governance body	Marico Annual Report FY 2025-26 Marico ESG Data Book FY 2025-26	AR 2026 Page No: 60–61, 323, 328–329 ESG Data Book 2026 Page no: 14
	2-12 Role of highest governance body in overseeing the management of impacts	Marico Annual Report FY 2025-26 Marico ESG Data Book FY 2025-26	AR 2026 Page No: 38, 44–45, 262, 319–326, 339–341 ESG Data Book 2026 Page no: 14–15
	2-13 Delegation of responsibility for managing impacts	Marico Annual Report FY 2025-26 Marico ESG Data Book FY 2025-26	AR 2026 Page No: 38, 44–45, 262, 323–326, 339–341 ESG Data Book 2026 Page no: 14–15
	2-14 Role of the highest governance body in sustainability reporting	Marico Annual Report FY 2025-26 Marico ESG Data Book FY 2025-26	AR 2026 Page No: 38, 262, 325–326, 339, 341 ESG Data Book 2026 Page no: 14–15
	2-15 Conflicts of interest	Marico Annual Report FY 2025-26	AR 2026 Page No: 265, 267, 324–326, 331–333, 344–345
	2-16 Communication of critical concerns	Marico Annual Report FY 2025-26	AR 2026 Page No: 66–67, 254, 322–324, 332–333, 337–338, 343
	2-17 Collective knowledge of the highest governance body	Marico Annual Report FY 2025-26	AR 2026 Page No: 264, 326–328, 337
	2-18 Evaluation of the performance of the highest governance body	Marico Annual Report FY 2025-26	AR 2026 Page No: 325, 327–331, 333–335, 340–341
	2-19 Remuneration policies	Marico Annual Report FY 2025-26 Marico ESG Data Book FY 2025-26	AR 2026 Page No: 317–318, 333–336 ESG Data Book 2026 Page no: 16-19

	2-20 Process to determine remuneration	Marico Annual Report FY 2025-26	AR 2026 Page No: 317–318, 333–336 ESG Data Book 2026 Page no: 19–20
	2-21 Annual total compensation ratio	Marico Annual Report FY 2025-26	AR 2026 Page No: 317–318
	2-22 Statement on sustainable development strategy	Marico Annual Report FY 2025-26 Marico ESG Data Book FY 2025-26	AR 2026 Page No: 24, 34–36, 41, 247, 261 ESG Data Book 2026 Page no: 5-13
	2-23 Policy commitments	Marico Annual Report FY 2025-26	AR 2026 Page No: 78–79, 259–261, 319–325
	2-24 Embedding policy commitments	Marico Annual Report FY 2025-26 Marico ESG Data Book FY 2025-26	AR 2026 Page No: 78–79, 260–263, 319–326 ESG Data Book 2026 Page no: 10–13, 14-15
	2-25 Processes to remediate negative impacts	Marico Annual Report FY 2025-26 Marico ESG Data Book FY 2025-26	AR 2026 Page No: 66–67, 254, 271, 275, 281–283, 288–289, 294, 296–298 ESG Data Book 2026 Page no: 31–35, 69–71, 83–84
	2-26 Mechanisms for seeking advice and raising concerns	Marico Annual Report FY 2025-26 Marico ESG Data Book FY 2025-26	AR 2026 Page No: 66–67, 254, 267, 271, 280–281, 294, 296–298, 332–333, 343 ESG Data Book 2026 Page no: 38, 69–71
	2-27 Compliance with laws and regulations	Marico Annual Report FY 2025-26	AR 2026 Page No: 264–266, 289, 343
	2-28 Membership associations	Marico Annual Report FY 2025-26 Marico ESG Data Book FY 2025-26	AR 2026 Page No: 292–293 ESG Data Book 2026 Page no: 31-32
	2-29 Approach to stakeholder engagement	Marico Annual Report FY 2025-26	AR 2026 Page No: 64–70, 275–279

GRI 3: Material Topics 2021		2-30 Collective bargaining agreements	Marico Annual Report FY 2025-26 Marico ESG Data Book FY 2025-26	AR 2026 Page No: 271 ESG Data Book 2026 Page no: 69
		3-1 Process to determine material topics	Marico Annual Report FY 2025-26 Marico ESG Data Book FY 2025-26	AR 2026 Page No: 34–40, 65 ESG Data Book 2026 Page no: 6-13
		3-2 List of material topics	Marico Annual Report FY 2025-26 Marico ESG Data Book FY 2025-26	AR 2026 Page No: 41, 255–258 ESG Data Book 2026 Page no: 6–13
		3-3 Management of material topics	Marico Annual Report FY 2025-26 Marico ESG Data Book FY 2025-26	AR 2026 Page No: 34–41, 44–55, 255–258 ESG Data Book 2026 Page no: 6–13
GRI 205: Anti- corruption 2016	Corruption and Bribery	3-3 Management of material topics	Marico Annual Report FY 2025-26 Marico ESG Data Book FY 2025-26	AR 2026 Page No: 50–51, 259–267, 319–325 ESG Data Book 2026 Page no: 6-13
		205-1 Operations assessed for risks related to corruption	Marico Annual Report FY 2025-26	AR 2026 Page No: 264–266
		205-2 Communication and training about anti-corruption policies and procedures	Marico Annual Report FY 2025-26	AR 2026 Page No: 264–266
		205-3 Confirmed incidents of corruption and actions taken	Marico Annual Report FY 2025-26	AR 2026 Page No: 265–266
GRI 301: Materials 2016	Resources inflows, including resource use	3-3 Management of material topics	Marico Annual Report FY 2025-26 Marico ESG Data Book FY 2025-26	AR 2026 Page No: 185, 188–191, 267–268, 288–289 ESG Data Book 2026 Page no: 6-13

		301-1 Materials used by weight or volume	Marico Annual Report FY 2025-26 Marico ESG Data Book FY 2025-26	AR 2026 Page No: 42–43 ESG Data Book 2026 Page no: 49–50
		301-2 Recycled input materials used	Marico Annual Report FY 2025-26	AR 2026 Page No: 268
		301-3 Reclaimed products and their packaging materials	Marico Annual Report FY 2025-26 Marico ESG Data Book FY 2025-26	AR 2026 Page No: 267–268 ESG Data Book 2026 Page no: 46
GRI 302: Energy 2016	Climate Change Mitigation	3-3 Management of material topics	Marico Annual Report FY 2025-26 Marico ESG Data Book FY 2025-26	AR 2026 Page No: 185, 188–197 ESG Data Book 2026 Page no: 38–43
		302-1 Energy consumption within the organization	Marico Annual Report FY 2025-26 Marico ESG Data Book FY 2025-26	AR 2026 Page No: 194–195, 283–284 ESG Data Book 2026 Page no: 40–41
		302-3 Energy intensity	Marico Annual Report FY 2025-26	AR 2026 Page No: 194–195, 284
		302-4 Reduction of energy consumption	Marico Annual Report FY 2025-26 Marico ESG Data Book FY 2025-26	AR 2026 Page No: 194–197, 286, 291 ESG Data Book 2026 Page no: 40–44
GRI 303: Water and Effluents 2018	Water	3-3 Management of material topics	Marico Annual Report FY 2025-26 Marico ESG Data Book FY 2025-26	AR 2026 Page No: 188–191, 206–207, 255–256 ESG Data Book 2026 Page no: 52–58
		303-1 Interactions with water as a shared resource	Marico Annual Report FY 2025-26	AR 2026 Page No: 206–207, 255–256, 284–285, 289–290 ESG Data Book 2026 Page no: 52–58

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		303-2 Management of water discharge-related impacts	Marico Annual Report FY 2025-26 Marico ESG Data Book FY 2025-26	AR 2026 Page No: 206–207, 285, 291 ESG Data Book 2026 Page no: 52–58
		303-3 Water withdrawal	Marico Annual Report FY 2025-26 Marico ESG Data Book FY 2025-26	AR 2026 Page No: 284, 289–290 ESG Data Book 2026 Page no: 54
		303-4 Water discharge	Marico Annual Report FY 2025-26 Marico ESG Data Book FY 2025-26	AR 2026 Page No: 285, 290 ESG Data Book 2026 Page no: 54
		303-5 Water consumption	Marico Annual Report FY 2025-26 Marico ESG Data Book FY 2025-26	AR 2026 Page No: 285, 290 ESG Data Book 2026 Page no: 54-55
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		304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Marico Annual Report FY 2025-26 Marico ESG Data Book FY 2025-26	AR 2026 Page No: 289, 291 ESG Data Book 2026 Page no: 60
		304-2 Significant impacts of activities, products and services on biodiversity	Marico Annual Report FY 2025-26 Marico ESG Data Book FY 2025-26	AR 2026 Page No: 255, 289, 291 ESG Data Book 2026 Page no: 58–62

		304-3 Habitats protected or restored	Marico ESG Data Book FY 2025-26	ESG Data Book 2026 Page no: 59–60
GRI 305: Emissions 2016	Climate Change Adaptation and Climate Change Mitigation	305-1 Direct (Scope 1) GHG emissions	Marico Annual Report FY 2025-26 Marico ESG Data Book FY 2025-26	AR 2026 Page No: 286 ESG Data Book 2026 Page no: 42
		305-2 Energy indirect (Scope 2) GHG emissions	Marico Annual Report FY 2025-26 Marico ESG Data Book FY 2025-26	AR 2026 Page No: 286 ESG Data Book 2026 Page no: 42
		305-3 Other indirect (Scope 3) GHG emissions	Marico Annual Report FY 2025-26 Marico ESG Data Book FY 2025-26	AR 2026 Page No: 291 ESG Data Book 2026 Page no: 42
		305-4 GHG emissions intensity	Marico Annual Report FY 2025-26	AR 2026 Page No: 183, 286, 291
		305-5 Reduction of GHG emissions	Marico Annual Report FY 2025-26	AR 2026 Page No: 183, 190–197, 286, 291 ESG Data Book 2026 Page no: 9, 40– 45
		305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), & significant air emissions	Marico Annual Report FY 2025-26	AR 2026 Page No: 285 ESG Data Book 2026 Page no: 11
GRI 306: Waste 2020	Resources Inflows, Including Resource Use	3-3 Management of material topics	Marico Annual Report FY 2025-26 Marico ESG Data Book FY 2025-26	AR 2026 Page No: 184–191, 267– 268, 286–289 ESG Data Book 2026 Page no: 44–47
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		401-1 New employee hires and employee turnover	Marico Annual Report FY 2025-26 Marico ESG Data Book FY 2025-26	AR 2026 Page No: 253 ESG Data Book 2026 Page no: 66–67
		401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Marico Annual Report FY 2025-26	AR 2026 Page No: 269–270
		401-3 Parental leave	Marico Annual Report FY 2025-26 Marico ESG Data Book FY 2025-26	AR 2026 Page No: 269, 271 ESG Data Book 2026 Page no: 73–74

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		403-1 Occupational health and safety management system	Marico Annual Report FY 2025-26 Marico ESG Data Book FY 2025-26	AR 2026 Page No: 272–274 ESG Data Book 2026 Page no: 79–81
		403-2 Hazard identification, risk assessment, and incident investigation	Marico Annual Report FY 2025-26 Marico ESG Data Book FY 2025-26	AR 2026 Page No: 272–274 ESG Data Book 2026 Page no: 79–81
		403-3 Occupational health services	Marico Annual Report FY 2025-26	AR 2026 Page No: 273
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		403-5 Worker training on occupational health and safety	Marico Annual Report FY 2025-26 Marico ESG Data Book FY 2025-26	AR 2026 Page No: 272–273 ESG Data Book 2026 Page no: 80–81
		403-6 Promotion of worker health	Marico Annual Report FY 2025-26 Marico ESG Data Book FY 2025-26	AR 2026 Page No: 269–270, 273–274 ESG Data Book 2026 Page no: 73–77, 79–80
		403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Marico Annual Report FY 2025-26 Marico ESG Data Book FY 2025-26	AR 2026 Page No: 274–275 ESG Data Book 2026 Page no: 79-80

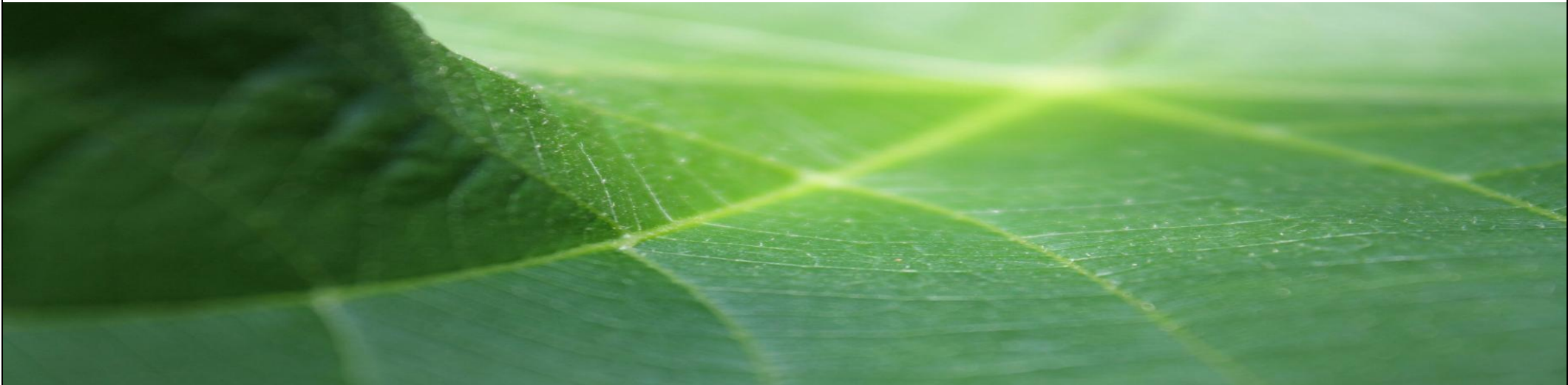
		403-8 Workers covered by an occupational health and safety management system	Marico Annual Report FY 2025-26	AR 2026 Page No: 272–274
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		403-10 Work-related ill health	Marico Annual Report FY 2025-26	AR 2026 Page No: 273–274
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		404-1 Average hours of training per year per employee	Marico ESG Data Book FY 2025-26	ESG Data Book 2026 Page no: 67
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		405-1 Diversity of governance bodies and employees	Marico Annual Report FY 2025-26 Marico ESG Data Book FY 2025-26	AR 2026 Page No: 120, 252–253, 323, 326–331 ESG Data Book 2026 Page no: 12–15, 65–66
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		406-1 Incidents of discrimination and corrective actions taken	Marico Annual Report FY 2025-26 Marico ESG Data Book FY 2025-26	AR 2026 Page No: 281–282 ESG Data Book 2026 Page no: 71
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		417-1 Requirements for product and service information and labelling	Marico Annual Report FY 2025-26	AR 2026 Page No: 297–299
		417-2 Incidents of non-compliance concerning product and service information and labelling	Marico Annual Report FY 2025-26	AR 2026 Page No: 264–265, 297–298
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Purpose statement

To transform in sustainable manner,

By nurturing and empowering them

To maximize their true potential